

EXHIBIT 3

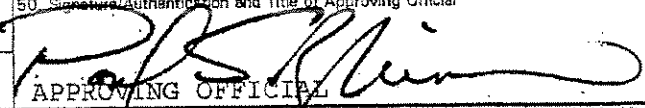
Standard Form 50

Rev. 7/91

U.S. Office of Personnel Management
FPM Supp. 295-33, Subch. 4

DECLARATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) ABRANTE, JOSE M		2. Social Security Number 85049		3. Date of Birth		4. Effective Date 10-19-03	
FIRST ACTION				SECOND ACTION			
5-A. Code 702		5-B. Nature of Action PROMOTION		6-A. Code		6-B. Nature of Action	
5-C. Code ZVC		5-D. Legal Authority P.L. 107-71		6-C. Code		6-D. Legal Authority	
5-E. Code		5-F. Legal Authority		6-E. Code		6-F. Legal Authority	
7. FROM: Position Title and Number SUPERVISORY TRANS. SECURITY SCREENER PD NO=SA-HNLSG BU NO=APTSCR ORG=2B11HNL00 CST CNTR=2B11				15. TO: Position Title and Number SCREENING MANAGER PD NO=SA-HNLSMH BU NO=SCRMGR ORG=2B11HNL00 CST CNTR=211HNL			
8. Pay Plan SV	9. Occ. Code 0019	10. Grade or Level G	11. Step or Rate 00	12. Total Salary \$47,838	13. Pay Basis PA	16. Pay Plan SV	17. Occ. Code 1801
12A. Basic Pay \$47,838		12B. Locality Adj. \$0		12C. Adj. Basic Pay \$47,838		12D. Other Pay \$0	
20A. Basic Pay \$51,665		20B. Locality Adj. \$0		20C. Adj. Basic Pay \$51,665		20D. Other Pay \$0	
14. Name and Location of Position's Organization AUS FOR AVIATION OPERATIONS AVIATION OPERATIONS DIVISION WESTERN AREA HONOLULU INTERNATIONAL AIRPORT HONOLULU, HI				22. Name and Location of Position's Organization AUS FOR AVIATION OPERATIONS AVIATION OPERATIONS DIVISION WESTERN AREA HONOLULU INTERNATIONAL AIRPORT HONOLULU, HI			
EMPLOYEE DATA				25. Agency Use			
23. Veterans Preference 1 - None 2 - 5-Point 3 - 10-Point/Disability 4 - 10-Point/Compensable 5 - 10-Point/Other 6 - 10-Point/Compensable/30%				24. Tenure 1 - None 2 - Conditional 3 - Permanent 4 - Indefinite			
27. FEGLI CO BASIC LIFE ONLY				28. Annuitant Indicator 9 NOT APPLICABLE			
30. Retirement Plan K FERS & FICA				31. Service Comp. Date (Leave) 09-29-02			
32. Work Schedule F				33. Part-time Hours Per Biweekly Pay Period			
POSITION DATA				37. Bargaining Unit Status			
34. Position Occupied 2 1 - Competitive Service 2 - Excepted Service 3 - SES General 4 - SES Career				35. FLSA Category E - Exempt N - Nonexempt			
36. Appropriation Code SEE REMARKS BELOW				37. Bargaining Unit Status 8888			
38. Duty Station Code 15-2400-003				39. Duty Station (City - County - State or Overseas Location) HONOLULU, HONOLULU, HI			
40. AGENCY DATA SP PROG=00				41. SUPV CSC=2			
42. POS TYPE=2				43. POSITION SENSITIVITY = 5			
44. Remarks APPROP = 05AV.000/000/SCRMGR/2B11HNL00/1111 SALARY IN BLOCK 12A IS BASED ON PAY BAND G, SPECIALIZED JOB CATEGORY, MANAGER LEVEL 1. ENTITLED TO 25% COLA IN ADDITION TO SALARY IN BLOCK 12C. SALARY IN BLOCK 20A IS BASED ON PAY BAND H, SPECIALIZED JOB CATEGORY, MANAGER LEVEL 1. ENTITLED TO 25% COLA IN ADDITION TO SALARY IN BLOCK 20C. COST OF LIVING ALLOWANCE SUBJECT TO CHANGE WITHOUT WRITTEN NOTICE. PROBATIONARY PERIOD FOR SUPERVISORY/MANAGERIAL POSITION COMPLETED. SELECTED FROM CERTIFICATE # TSA-03-836, DATED 8-29-03.							

46. Employing Department or Agency DEPARTMENT OF HOMELAND SECURITY/TSA			50. Signature/Authentication and Title of Approving Official  APPROVING OFFICIAL	
47. Agency Code HSBC	48. Personnel Office ID 1598	49. Approval Date 11-06-03		

5-Part

2 - OPF Copy - Long-Term Record -- DO NOT DESTROY

Editions Prior to 7/91 Are Not Usable After 8/30/93
NSN 7540-01-333-6236

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